PARC Conference

July 13, 2006

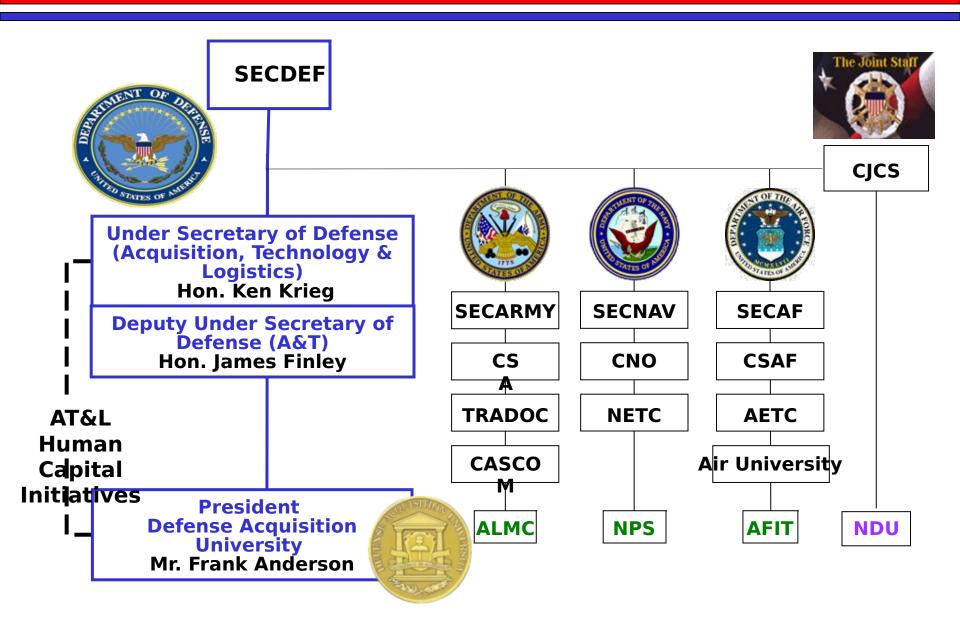# PARC Conference Agenda

DAU Overview

AT&L Performance Learning Model

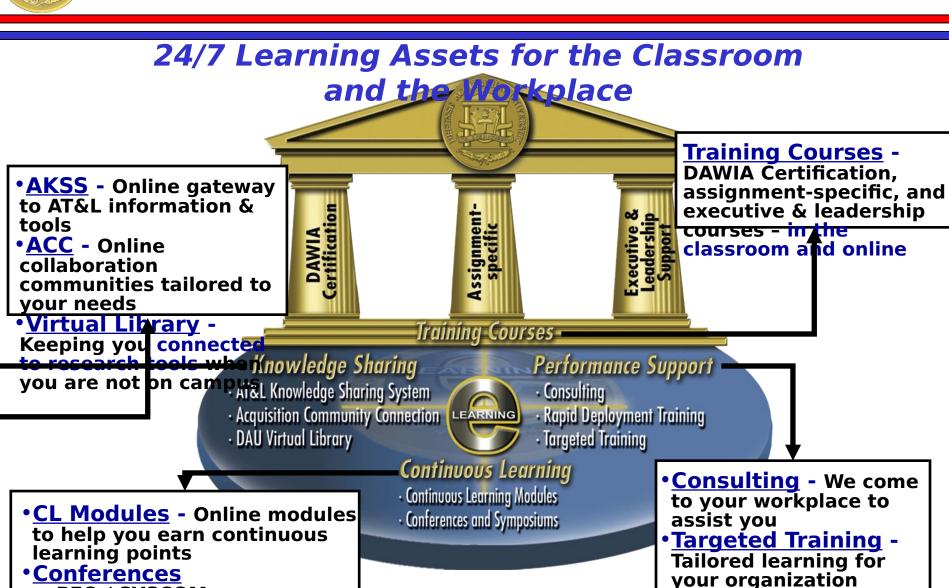Contracting Career Human Capital Update

Contracting Learning Assets Update

DAU within DoD

SECDEF

The Joint Staff

CJCS

Under Secretary of Defense (Acquisition, Technology & Logistics)
Hon. Ken Krieg

Deputy Under Secretary of Defense (A&T)
Hon. James Finley

SECARMY

SECNAV

SECAF

CSA

CNO

CSAF

AT&L
Human
Capital
Initiatives

TRADOC

NETC

AETC

CASCOM

Air University

**President
Defense Acquisition
University**
Mr. Frank Anderson

ALMC

NPS

AFIT

NDU

AT&L Performance Learning Model

24/7 Learning Assets for the Classroom and the Workplace

Training Courses - DAWIA Certification, assignment-specific, and executive & leadership courses – in the classroom and online

- **AKSS -** Online gateway to AT&L information & tools
- **ACC -** Online collaboration communities tailored to your needs
- **Virtual Library -** Keeping you connected to research tools when you are not on campus

Knowledge Sharing
- AT&L Knowledge Sharing System
- Acquisition Community Connection
- DAU Virtual Library

Performance Support
- Consulting
- Rapid Deployment Training
- Targeted Training

Continuous Learning
- Continuous Learning Modules
- Conferences and Symposiums

- **CL Modules -** Online modules to help you earn continuous learning points
- **Conferences**
  - **PEO / SYSCOM**
  - **Business Manager**
  - **DAU Acquisition Community**

- **Consulting -** We come to your workplace to assist you
- **Targeted Training -** Tailored learning for your organization
- **RDT -** On-site and online training on the latest AT&L policies

Benefits of AT&L Performance Learning Model

Accelerated Growth & Sustained Expertise

- Expert
- Performance
- Novice
- Time

Learning at the Point of Need

Learning Retention

Knowledge Shelf-life

Scrap Learning

Training Event

With Just Training – Single-Dimensional Learning Environment

DAU Curriculum Reengineering

Program Management Career Track (FY01)

DAU Director, Center for PM, 15 September 2001

Legend:
- current courses
- new courses
- Level I Cert
- Level II Cert
- Level III Cert
- Title 10 PEO/PM

Level I certification

ACQ-101
Fundamentals of Systems Acquisition Management

- Knowledge based
- 11 functional areas
- Internet
- GS 5 - 9
- O1 - 03

2 weeks classroom

Level II certification

ACQ-201
Intermediate Systems Acquisition Course

- Application/knowledge based (cost/sch/perf)
- Tracks DoDI 5000.2
- Internet/class-room
- GS 9 - 12
- O3 - O4

3 weeks classroom

Level III certification

PMT-302
Advanced Program Management Course

- Application/knowledge based (cost/sch/perf)
- 11 functional areas integrated w/cases, exercises & problem sets
- Classroom
- GS 13 - 14
- O4 - O5

14 weeks, classroom

Meets statutory requirement for PEO/ACAT I/II PM & Deputy PM (10 USC 1735)

PMT-402
Executive Program Manager's Course

PEOs & ACAT I, IA, II PMs & Deputy PMs

4 weeks classroom

New Program Management Career Track (Current)

Level I certification

ACQ-101
Fundamentals of Systems Acquisition Management

- Knowledge based
- 11 functional areas
- Internet
- GS 5 - 9
- O1 - O3

25 hours, on-line

Level II certification

ACQ-201
Intermediate Systems Acquisition Course

- Application/knowledge based (cost/sch/perf)
- Tracks DoDI 5000.2
- Internet/class-room
- GS 9 - 12
- O3 - O4

35 hours, on-line 1 week classroom

PMT-250
Program Management Tools Course

- Tools based
- Modules
- Business areas
- Tracks DoDI 5000.2
- Internet
- GS 12 - 13
- O3 - O4

80 hours, on-line

Level III certification

PMT-352
Program Management Office Course

- Case/scenario based
- Critical thinking/problem solving
- Application of knowledge (cost/sch/performance)
- Tracks DoDI 5000.2
- Internet/classroom
- GS 13 - 14
- O4 - O5

50 hours, on-line 6 weeks classroom

Meets statutory requirement for PEO/ACAT I/II PM & Deputy PM (10 USC 1735)

PMT-401
Program Manager's Course

- Critical Thinking/Problem Solving (cost, sch/ perf)
- Business acumen
- Case Based
- Classroom
- Potential ACAT I, IA, II, & III PMs, Dpty PMs & other senior acq mgrs

10 weeks classroom

PMT-402
Executive Program Manager's Course

PEOs & ACAT I, IA, II PMs & Deputy PMs

4 weeks classroom

Reaching the Workforce

68... now tou... ...ning

109,6 66

87,974

71,841

42,23

38,620

32,566

	FY 98	FY 99	FY 00			FY 03	FY 04	FY 05
Resident	31,939	29,031	28,859	2	,568	28,192	29,684	34,587
Web	627	9,589	13,380	21		36,117	43,649	58,290	75,079

Performance Support... DAU faculty come to your workp

Expands concept of learning beyond the course

– **Onsite consulting - to help solve workplace issues.**

Examples:

- **Measuring a Program Manager's Probability of Program Success**
- **Performance-based Logistics**
- **Program Startup Workshop**
- **Tanker Lease Study**

– **Targeted training - customizing DAU learning products to meet organizational needs. Over 49 modules.**

– **Rapid Deployment Training of AT&L Initiatives.**

Examples:

- **DoD 5000, CJCS 3170, PPBE, UID, Corrosion Control**
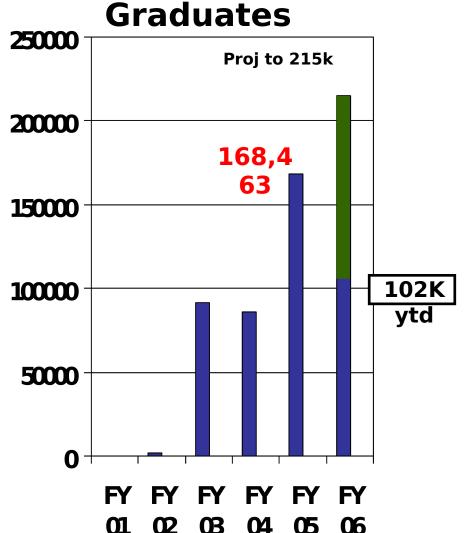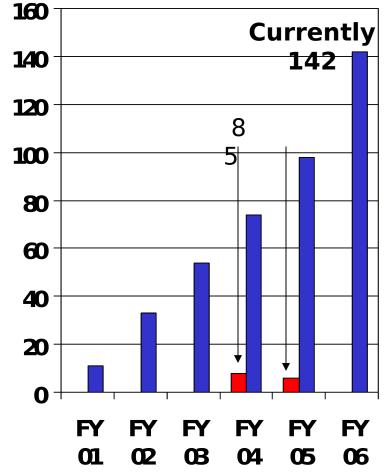
Experience Immediate Training On New Policy Initiatives

Continuous Learning Growth

Continuous Learning Center Graduates

Proj to 215k

168,4 63

102K ytd

FY 01　FY 02　FY 03　FY 04　FY 05　FY 06

Continuous Learning Center Modules

Currently 142

8 5

FY 01　FY 02　FY 03　FY 04　FY 05　FY 06

Note: Modules have been turned off as they become obsolete.

DoD AT&L Knowledge Sharing System - AKSS

FAR/DFARS

New AT&L Policy

Acquisition Resource Center with 5000 and JCIDS

Integrated Framework Chart

Guidance and Experts

Defense Acquisition Guidebook

Ask a Professor

Gateway to Policy, Processes, Tools
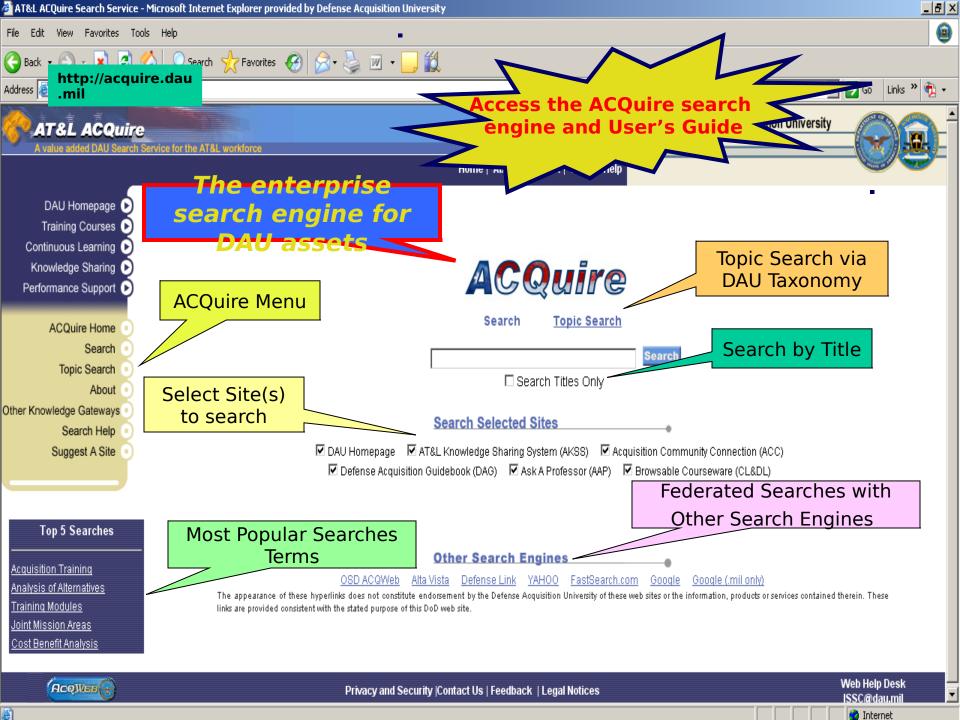
Career Field and Business Process

FY 05 Knowledge Sharing

AT&L Performance Learning Model

Knowledge Sharing System:
- **19,700** people per week visited online A
- Over **420,000** contact hours on AKSS
- **2,350,800** page views per month AKSS
- Ask A Professor: 1,335 answered - 94% Response Rate
- Defense Acquisition Guidebook **450,000 visitors** in first year

Communities of Practice:
- **13,935** registered members of the ACC
- Over **355,654** contact hours on ACC
- Over **46,130 knowledge contributions** to ACC
- Over **377** collaborative **workspaces**
- Restructured 3 major communities, added 8 new Special Interest Areas, advanced EVM to CoP status
- New FY 05 Workspaces (Unique Sample Only)
  - Competitive Sourcing, Contingency Contracting, Contractors Accompanying the Force, Competitive Sourcing, Hurricane Katrina, Joint Rapid Acq., Naval Enterprise Open Architecture, Strategic Sourcing
- Over **10 Million** page views on ACC for FY05

File   Edit   View   Favorites   Tools   Help

Back   Search   Favorites

http://acquire.dau.mil

Address

Links »

Access the ACQuire search engine and User's Guide

AT&L ACQuire
A value added DAU Search Service for the AT&L workforce

...on University

Home | Ab... | ...elp

DAU Homepage
Training Courses
Continuous Learning
Knowledge Sharing
Performance Support

The enterprise search engine for DAU assets

ACQuire Home
Search
Topic Search
About
Other Knowledge Gateways
Search Help
Suggest A Site

ACQuire Menu

Select Site(s) to search

ACQuire

Search   Topic Search

Topic Search via DAU Taxonomy

Search

☐ Search Titles Only

Search by Title

Search Selected Sites

☑ DAU Homepage   ☑ AT&L Knowledge Sharing System (AKSS)   ☑ Acquisition Community Connection (ACC)
☑ Defense Acquisition Guidebook (DAG)   ☑ Ask A Professor (AAP)   ☑ Browsable Courseware (CL&DL)

Federated Searches with Other Search Engines

Most Popular Searches Terms

Other Search Engines

Top 5 Searches

Acquisition Training
Analysis of Alternatives
Training Modules
Joint Mission Areas
Cost Benefit Analysis

OSD ACQWeb   Alta Vista   Defense Link   YAHOO   FastSearch.com   Google   Google (.mil only)

The appearance of these hyperlinks does not constitute endorsement by the Defense Acquisition University of these web sites or the information, products or services contained therein. These links are provided consistent with the stated purpose of this DoD web site.

ACQWEB

Privacy and Security |Contact Us | Feedback | Legal Notices

Web Help Desk
ISSC@dau.mil

Internet

Real-time Performance Support and Access at the Point of Need

Performance
concept of
the course

Special F

Contingency Support
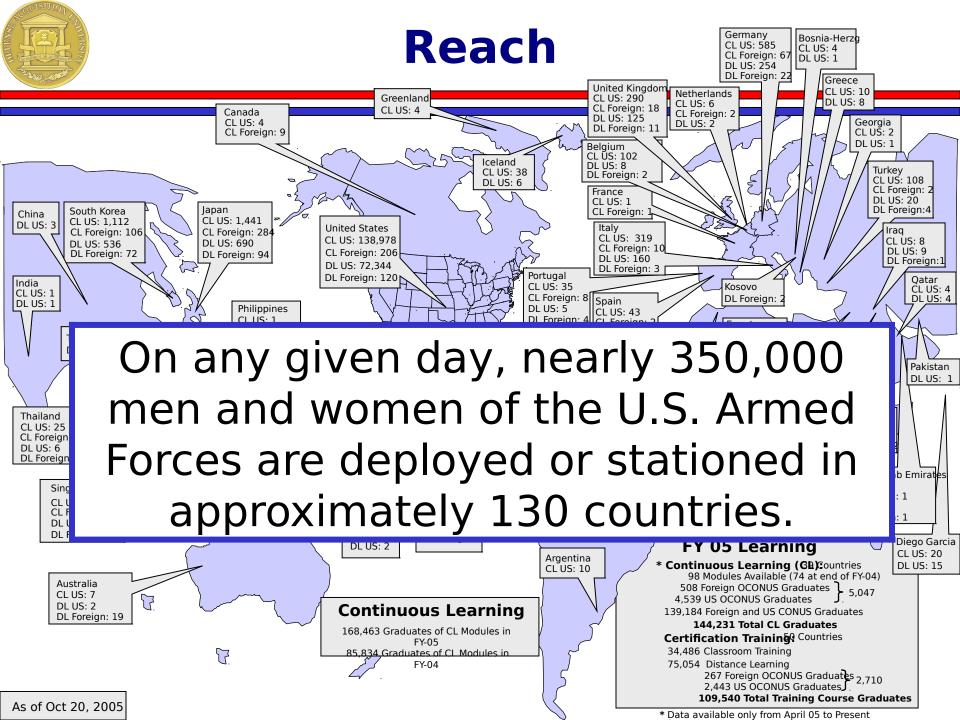
"Federal agencies still were doing Hurricane Katrina damage assessment when the Defense Acquisition University set up its Hurricane Katrina Community of Practice"

Access the latest information and resources on the Hurricane Katrina Relief Efforts as it relates to the contracting community. Please e-mail Deb Fuller at mxc@dau.mil if you have any additional information to enhance the knowledge base provided.

Related Websites to Support the Emergency Acquisition Process for the Hurricane Katrina Relief Effort

- DPAP Hurricane Katrina Relief Information
- Acquisition Solutions - Emergency Contracting Information

"Its goal is to connect procurement staffers across government and industry and speed transmission of knowledge and successful techniques"

Government Executive **Magazine Oct 05**

- DCMA Information
- USDA Relief Information

Reach

Greenland
CL US: 4

Canada
CL US: 4
CL Foreign: 9

Germany
CL US: 585
CL Foreign: 67
DL US: 254
DL Foreign: 22

Bosnia-Herzg
CL US: 4
DL US: 1

Greece
CL US: 10
DL US: 8

United Kingdom
CL US: 290
CL Foreign: 18
DL US: 125
DL Foreign: 11

Netherlands
CL US: 6
CL Foreign: 2
DL US: 2

Georgia
CL US: 2
DL US: 1

Iceland
CL US: 38
DL US: 6

Belgium
CL US: 102
DL US: 8
DL Foreign: 2

Turkey
CL US: 108
CL Foreign: 2
DL US: 20
DL Foreign:4

China
DL US: 3

South Korea
CL US: 1,112
CL Foreign: 106
DL US: 536
DL Foreign: 72

Japan
CL US: 1,441
CL Foreign: 284
DL US: 690
DL Foreign: 94

United States
CL US: 138,978
CL Foreign: 206
DL US: 72,344
DL Foreign: 120

France
CL US: 1
CL Foreign: 1

Italy
CL US: 319
CL Foreign: 10
DL US: 160
DL Foreign: 3

Iraq
CL US: 8
DL US: 9
DL Foreign:1

India
CL US: 1
DL US: 1

Portugal
CL US: 35
CL Foreign: 8
DL US: 5
DL Foreign: 4

Kosovo
DL Foreign: 2

Qatar
CL US: 4
DL US: 4

Philippines
CL US: 1

Spain
CL US: 43
CL Foreign: 3

Pakistan
DL US: 1

Thailand
CL US: 25
CL Foreign
DL US: 6
DL Foreign

Australia
CL US: 7
DL US: 2
DL Foreign: 19

DL US: 2

Argentina
CL US: 10

Diego Garcia
CL US: 20
DL US: 15

On any given day, nearly 350,000 men and women of the U.S. Armed Forces are deployed or stationed in approximately 130 countries.

FY 05 Learning

* **Continuous Learning (CL):** Countries
  98 Modules Available (74 at end of FY-04)
  508 Foreign OCONUS Graduates
  4,539 US OCONUS Graduates } 5,047
  139,184 Foreign and US CONUS Graduates
  144,231 Total CL Graduates
* **Certification Training:** Countries
  34,486 Classroom Training
  75,054 Distance Learning
  267 Foreign OCONUS Graduates
  2,443 US OCONUS Graduates } 2,710
  109,540 Total Training Course Graduates

  * Data available only from April 05 to Present

Continuous Learning

168,463 Graduates of CL Modules in FY-05
85,834 Graduates of CL Modules in FY-04

As of Oct 20, 2005

Network-Centric Transformation

Learning Asset Availability

Certification Training Student Hours (Millions)

1.6 million hours of learning products to the workforce

No new funding... Self-Funding

4 Million

3 Million

2 Million

1 Million Student Hours

2.9M **3.0M**

2.1M

2.6M

1.7M **2.25M**

2.26

3.7M

3.9M

4.13M

2.1M

1.8M

2.29M

1.84M

1.47M

540k

463k

120k

New Additional Hours	
▉ (blue)	Perf Spt Hours
▉ (orange)	RDT Hours
▉ (dark red)	ACC Site Hours
▉ (light blue)	AKSS Site Hours
▉ (yellow)	CL Module Hours

FY00 41K

FY01 46K 60K

FY02 71K

FY03 92K

FY

Students ➡ *Classroom* ↗ *Online* ↗ *Total*

Total Learning & Development Hours

FY 00	FY 01	FY 02	FY 03	FY 04	FY 05
3,020,000	2,563,331	2,260,382	4,600,223	4,724,900	5,725,219

150% Growth 02-05

Strategic Partnerships

Enhancing learner opportunities by establishing partnerships with institutions of higher learning, industry, professional associations, and other agencies.

UNIVERSITY OF MARYLAND
University College (UMUC) and University of Maryland - Baltimor

ESI INTERNATIONAL

Georgetown

Florida Tech
Florida Institute of Technology

Graduate School Engineering and
School of Systems and Logistics
Civil Engineer and Services School
Civilian Institution Programs
AFIT

NORTHROP GRUMMAN

GSA

JAMES MONROE CENTER
For Graduate and Professional Studies

Webster UNIVERSITY WORLDWIDE

BOEING
Forever New Frontiers

ADL Co-Laboratory
*ADL Co-Lab (Partner)
Academic Co-Lab (U of W
Joint Co-Lab (UCF)*

FEDERAL ACQUISITION INSTITUTE · UNITED STATES OF AMERICA

The George Washington University
WASHINGTON DC

UNIVERSITY of PHOENIX Online
Bachelor's Degree

George University

PMI

HOWARD UNIVERSITY

Raytheon

WACUC

UNIVERSITY OF WISCONSIN SYSTEM
UW

AMERICAN PENNSTATE

NPS

ACE

Duke UNIVERSITY

LOCKHEED MARTIN

Credit for DAU courses toward degrees

New Initiative with Webster University:

Individuals with Level II DAWIA Certification in the Contracting Career Field are awarded 9 semester hours of graduate credit toward MBA or MA in Procurement and Acquisition Management

Contracting Career Field Human Capital Update

The # 1 Goal
of the Under Secretary of Defense
for Acquisition, Technology, and Logistics
is
PEOPLE

Specifically an
Integrated, Strategic Approach to Human Capital Management.
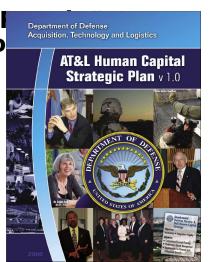
AT&L Workforce Human Capital Strategic Plan

Five AT&L Human Capital Goals

1. Aligned and integrated workforce efforts -- with DoD Human Capital Initiatives

2. Decentralized "force" planning and workforce management

3. Data-driven workforce analysis and decision-making

4. Mission-responsive workforce strategies and workforce development

5. Communicate on "[...] Initiatives – workfo[...]

Tasks/Initiatives – Examples

– Improve workforce data, gap-analysis and transparency to improve strategic human capital decision-making

– Performance Management

– AT&L workforce competencies validation

– Improve workforce certification framework (Core Plus)

– Improve workforce development and job performance resources

– Share and migrate workforce best practice initiatives across components

Department of Defense
Acquisition, Technology and Logistics

AT&L Human Capital Strategic Plan v 1.0
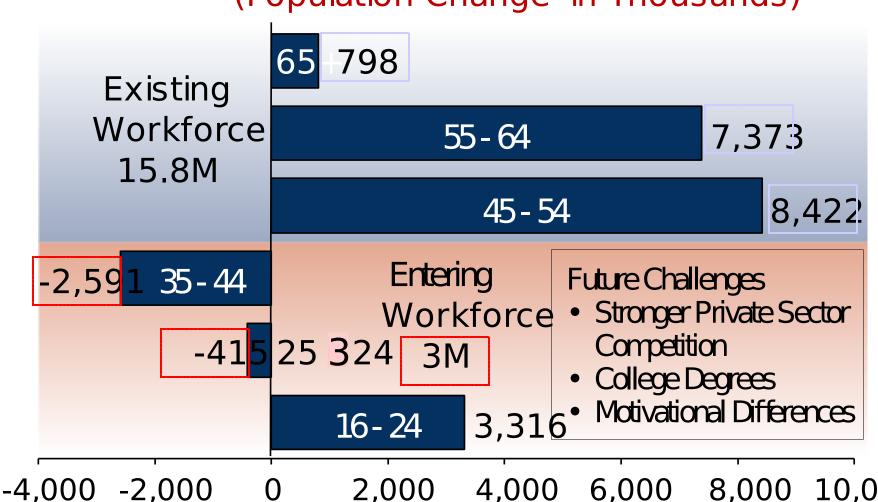
DoD AT&L Workforce

Career Fields (13)	Other Defense Agencies FY04	Army FY05	Navy FY05	Air Force FY05	Total
Program Management	560	3,804	3,551	4,510	12,425
Contracting	5,282	8,092	5,079	7,430	25,883
Industrial/Contract Property Management	352	155	61	36	604
Purchasing	1,021	348	584	627	2,580
Facilities Engineering	0	4,922	3,505	0	8,427
Production Quality & Management	4,414	2,295	2,033	407	9,149
Business, Cost Estimating & Financial Management	111	4,384	1,840	1,826	8,161
Life Cycle Logistics	76	6,143	4,206	2,081	12,506
Information Technology	277	3,023	760	1,551	5,611
SPRDE –Systems Engineering	483	11,25		05	35,134
SPRDE – S&T Manager	0	1		7	316

Industrial Property = 821
Purchasing = 6,184
Pricing = ?

Talent Pool Force Change: 1998 - 2008
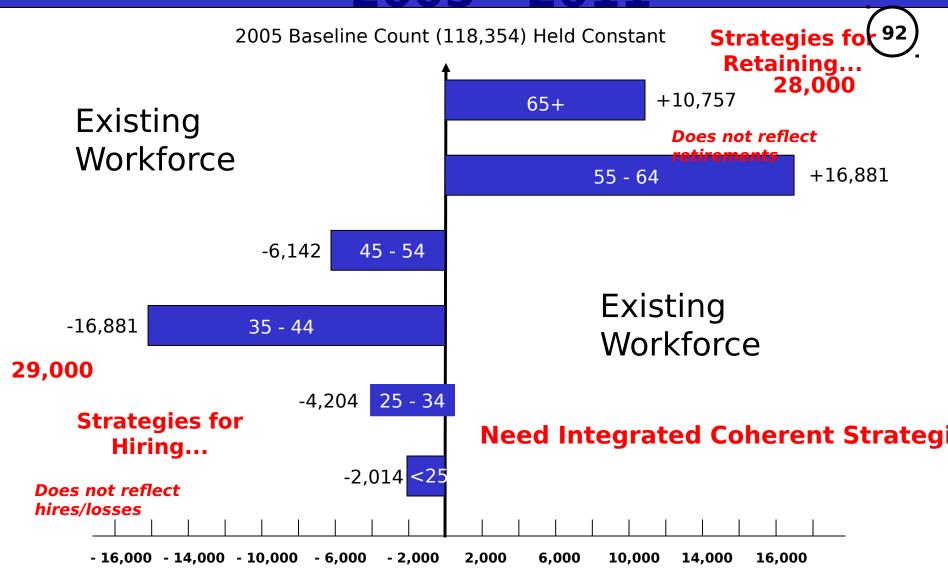
(Population Change in Thousands)

Existing Workforce 15.8M

65 +798

55-64   7,373

45-54   8,422

-2,591   35-44

Entering Workforce 3M

-415   25-34   3M

Future Challenges
- Stronger Private Sector Competition
- College Degrees
- Motivational Differences

16-24   3,316

-4,000   -2,000   0   2,000   4,000   6,000   8,000   10,00
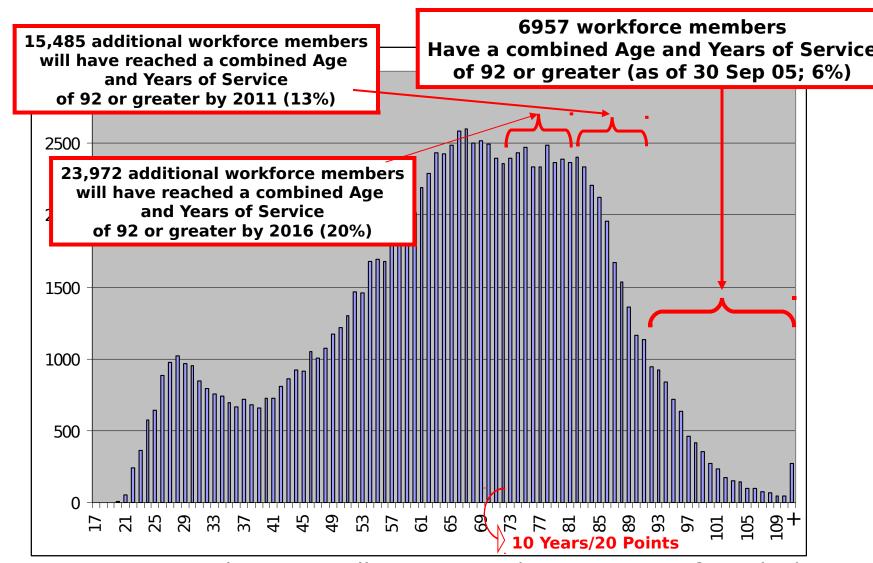
AT&L Civilian Workforce Change: 2005 - 2011

2005 Baseline Count (118,354) Held Constant

Strategies for Retaining...
28,000

Existing Workforce

Age	Change
65+	+10,757
55 - 64	+16,881
45 - 54	-6,142
35 - 44	-16,881
25 - 34	-4,204
<25	-2,014

Does not reflect retirements

Existing Workforce

29,000

Strategies for Hiring...

Does not reflect hires/losses

Need Integrated Coherent Strategi

- 16,000   - 14,000   - 10,000   - 6,000   - 2,000   2,000   6,000   10,000   14,000   16,000

Workforce Rule of "92" - Retirement Indicator (RI)

15,485 additional workforce members will have reached a combined Age and Years of Service of 92 or greater by 2011 (13%)

6957 workforce members Have a combined Age and Years of Service of 92 or greater (as of 30 Sep 05; 6%)

23,972 additional workforce members will have reached a combined Age and Years of Service of 92 or greater by 2016 (20%)

Number AT&L Workforce Members (y-axis)

2500, 2000, 1500, 1000, 500, 0

Retirement Indicator Score (age + years of service)

17 21 25 29 33 37 41 45 49 53 57 61 65 69 73 77 81 85 89 93 97 101 105 109 +

10 Years/20 Points

Source: DMDC 2005 Data; approx 1,700 records with age unknown

Average Age: 47.8
Median Age: 49
Mode: 50

Number of Workforce Members

AGE

Culture	Age	Count	%	Cumm	Cumm
Milennium	18-24	384	2%	2%	100%
Gen Y	25-34	2001	9%	11%	98%
Gen X	35-44	4596	21%	32%	89%
Boomer	45-54	9055	41%	73%	68%
Boomer	55-64	5072	23%	97%	27%
Pre-Boomer	65+	729	3%	100%	3%

AT&L Workforce – Contracting
Members with 1 Year of Service (30 Sep 2005)
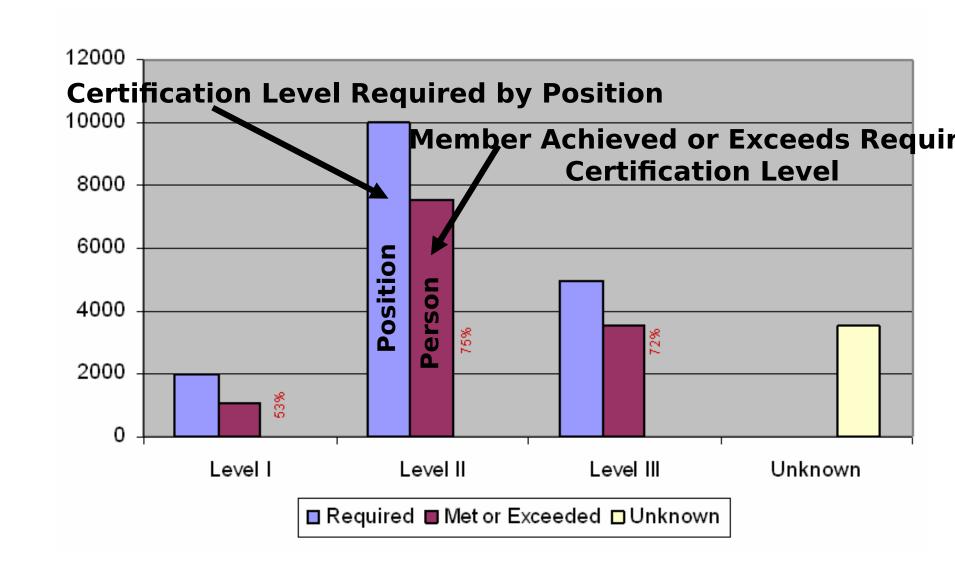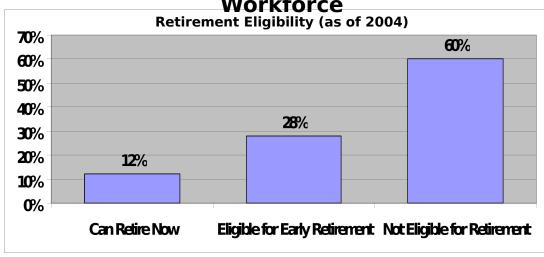
2005 Hires by Age

Number of Workforce Members (y-axis)

AGE (x-axis)

AT&L Contracting Workforce Retirement Profile

DoD Civilian AT&L Contracting Workforce
Retirement Eligibility (as of 2004)

Bar chart:
- Can Retire Now: 12%
- Eligible for Early Retirement: 28%
- Not Eligible for Retirement: 60%

Line chart with Years of service (YOS) on x-axis (0 to 35+) and count (0 to 1,400) on y-axis.

Annotations:
- **Post-Cold War Hiring Slowdown 1990's**
- **Vietnam**

Years of service (YOS)
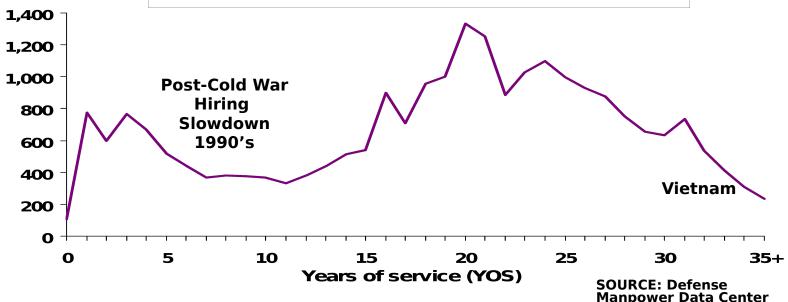
SOURCE: Defense Manpower Data Center (Refined Packard Count) 30 September 2004

Contracting Career Field Learning Assets Update

Competency Based Contracting Certification Training Track

Level I certification

CON 100
Shaping Smart Business Arrangements

1 week classroom

CON 110 Mission Support Planning
CON 111 Mission Planning Execution
CON 112 Mission Performance Assessment

90 hours on-line target

CON 120
Mission Focused Contracting

2 weeks classroom

1 Elective

Level II certification

CON 202
Intermediate Contracting

2 weeks classroom

CON 204
Intermediate Contract Pricing

2 weeks classroom

CON 210
Contract Law

1 week classroom

2 Electives

Level III certification

CON 353
Advanced Business Solutions for Mission Support

2 weeks classroom

2 Electives

CON 214
Business Decisions for Contracting

16 -24 hours, on-line

CON 215
Intermediate Contracting for Mission Support

8 days classroom

CON 216
Legal Considerations in Contracting

20- 30 hours, on-line

CON 217
Cost Analysis and Negotiation Techniques

26-40 hours, on-line

CON 218
Advanced Contracting for Mission Support

9.5 days classroom

2 Electives

FY 05/06 Development

Case Based Application

Supply – Body Armor

Services - IT

Services
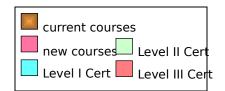
current courses	
new courses	Level II Cert
Level I Cert	Level III Cert
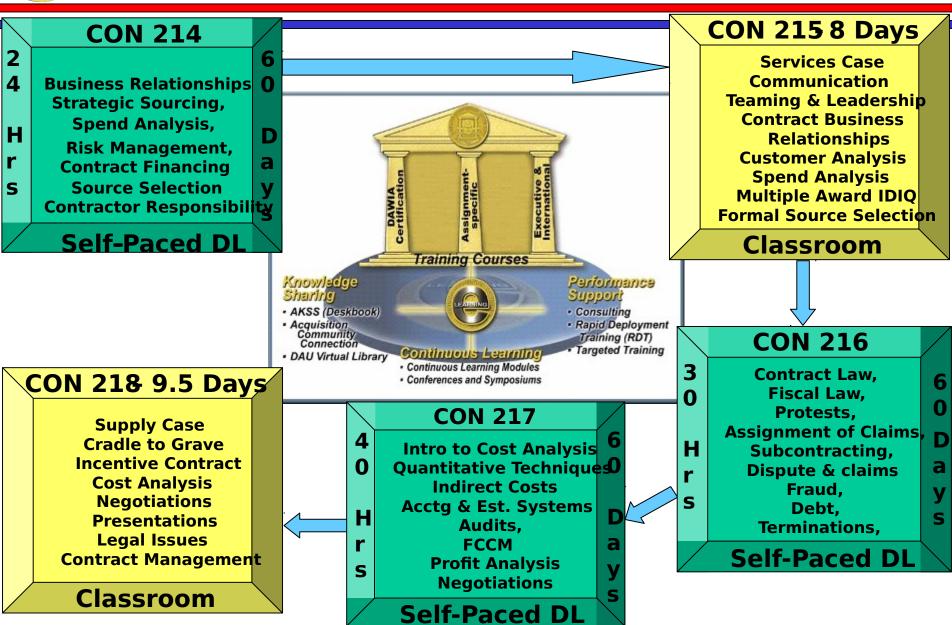
CON Level I

- **Incorporate DFARS PGI into Level I curriculum**

- **P. L. 109-163 – Training for the Defense Acquisition Workforce on the requirements of the Berry Amendment**

- **FAR Part 45, Government Property Rewrite**

- **"Core Plus Evolution"**

Additional Initiative on Berry Amendment to Create Blended Learning CLM
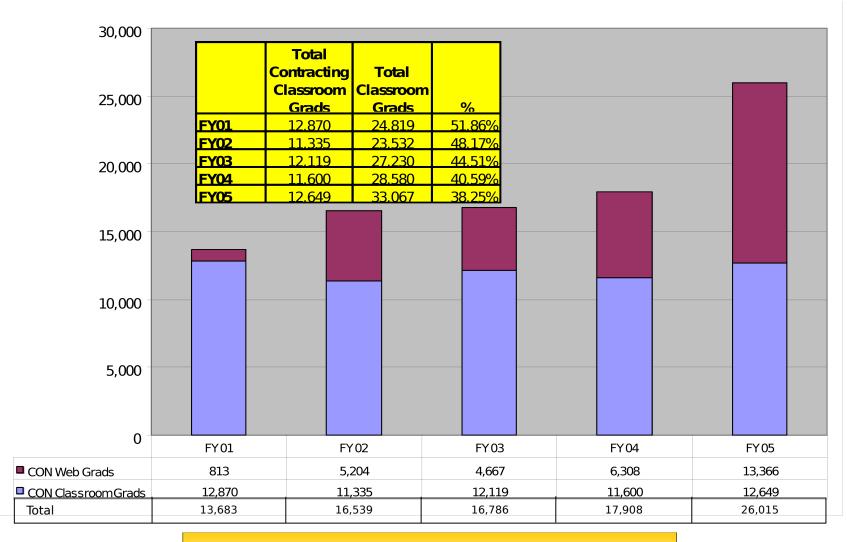
CON Level II Course Layout

CON 214
24 Hrs · **60 Days**

Business Relationships
Strategic Sourcing,
Spend Analysis,
Risk Management,
Contract Financing
Source Selection
Contractor Responsibility

Self-Paced DL

CON 215 8 Days

Services Case
Communication
Teaming & Leadership
Contract Business
Relationships
Customer Analysis
Spend Analysis
Multiple Award IDIQ
Formal Source Selection

Classroom

CON 216
30 Hrs · **60 Days**

Contract Law,
Fiscal Law,
Protests,
Assignment of Claims,
Subcontracting,
Dispute & claims
Fraud,
Debt,
Terminations,

Self-Paced DL

CON 217
40 Hrs · **60 Days**

Intro to Cost Analysis
Quantitative Techniques
Indirect Costs
Acctg & Est. Systems
Audits,
FCCM
Profit Analysis
Negotiations

Self-Paced DL

CON 218 9.5 Days

Supply Case
Cradle to Grave
Incentive Contract
Cost Analysis
Negotiations
Presentations
Legal Issues
Contract Management

Classroom

Training Courses

DAWIA Certification · Assignment-specific · Executive & International

Knowledge Sharing
• AKSS (Deskbook)
• Acquisition Community Connection
• DAU Virtual Library

Performance Support
• Consulting
• Rapid Deployment Training (RDT)
• Targeted Training

Continuous Learning
• Continuous Learning Modules
• Conferences and Symposiums

FY01-05 Total Contracting Grads

	Total Contracting Classroom Grads	Total Classroom Grads	%
FY01	12,870	24,819	51.86%
FY02	11,335	23,532	48.17%
FY03	12,119	27,230	44.51%
FY04	11,600	28,580	40.59%
FY05	12,649	33,067	38.25%

	FY 01	FY 02	FY 03	FY 04	FY 05
CON Web Grads	813	5,204	4,667	6,308	13,366
CON Classroom Grads	12,870	11,335	12,119	11,600	12,649
Total	13,683	16,539	16,786	17,908	26,015

Contracting career field = 20% of AT&L workforce

e: DAU Data Warehouse – 15 Mar 06

MTM CON vs DAU Report Card FY 2006 (1st and 2nd Qtrs)

Category	All DAU	CON Courses	
Instructor	6.54	n=5,227	6.49
Environment	5.98	n=5.139	6.01
Courseware	5.87	n=10,150	5.94
Online Delivery	5.61	n=4,909	5.58
Learning Effectiveness	5.95	n=9,996	6.05
Job Impact	5.49	n=10,057	5.76

CON FY05 Summary

Certification Courses=

CON MTM FY05 RECAP	FY05: Instructor	FY05: Environment	FY05: Courseware	FY05: Online Delivery	FY05: Learning Eff	FY05: Job Impact	ARMY	NAVY	AIR FORCE	DOD	FED GOVT	INDUSTRY	TOTAL
CON 100	G	G	G	-	G	G	538	391	702	451	64	15	2,161
CON 110	-	-	G	G	G	G	879	691	765	786	539	318	3,978
CON 111	-	-	G	Y	G	Y	652	480	567	607	357	151	2,814
CON 112	-	-	G	G	G	G	534	383	445	521	281	92	2,256
CON 120	G	G	G	-	G	G	205	177	213	160	18	3	776
CON 202	G	G	G	-	G	G	483	393	491	232	120	1	1,720
CON 204	G	G	G	-	G	Y	479	361	481	196	144	2	1,663
CON 210	G	G	G	-	G	G	477	371	495	194	142	7	1,688
CON 232	G	G	G	-	G	G	47	35	37	35	2	1	157
CON 234	G	G	G	-	G	G	128	69	262	7	4	1	471
CON 235	G	G	G	-	G	Y	17	2	27	3	0	0	49
CON 236	G	G	G	-	G	G	3	4	24	2	0	0	33
CON 237	-	-	G	G	G	G	467	846	539	128	711	98	2,789
CON 243	G	G	G	-	G	G	66	80	184	5	28	0	363
CON 244	G	G	G	-	G	G	149	142	255	9	46	0	601
CON 250	G	G	G	-	G	G	9	6	14	65	2	0	96
CON 251	G	G	G	-	G	G	4	2	10	90	3	2	111
CON 260A	-	-	G	G	G	G	89	47	177	56	46	32	447
CON 260B	G	G	G	-	G	G	44	7	50	9	3	2	115
CON 353	G	G	G	-	G	G	281	180	291	178	130	7	1,067
GRT 201	G	G	G	-	G	G	115	52	29	47	2	1	246
IND 100	G	G	G	-	G	G	15	12	14	28	1	18	88
IND 103	G	-	G	R	G	G	10	7	10	22	1	3	53
IND 200	G	G	G	-	G	G	6	2	3	24	0	1	36
LAW 801	G	G	G	-	G	G	61	15	27	24	1	3	131
TOTAL							6,227	5,111	6,925	4,084	2,842	826	26,015

	FY
G	115
Y	4
R	1

	FY
G	96%
Y	3%
R	1%

Assignment Specific Training

- **CON 232 - Overhead Management of Defense Contracts**

- **CON 234 - Contingency Contracting**

- **CON 235 - Advanced Contract Pricing**

- **CON 236 - Contractual Aspects of Value Engineering**

- *CON 237 - Simplified Acquisition Procedures*

- **CON 243 - Architect-Engineer Contracting**

- **CON 244 – Construction Contracting**

- **CON 250 & 251 – Fundamentals of Cost Accounting Standards**

- *CON 260 – The Small Business Program*

- **A-76 Course Off**
  - *Overview*
  - Preliminary Planning
  - Agency
  - Ac
  - Cost
  - Post C Accoun

Almost 1000 Graduates

FY04 - 12 Offerings

FY05 – 26 Offerings

FY06 – 42 Offerings

Current Contracting Continuous Learning Modules

Module	Title	CLPs	Graduates
CLC 001	Defense Subcontract Management	4	753
CLC 003	Sealed Bidding	2	669
CLC 004	Market Research	3	1835
CLC 005	Simplified Acquisition Procedures Overview	2	2176
CLC 006	Contract Terminations	2	1603
CLC 007	Contract Source Selection	1	1533
CLC 008	Indirect Costs	1	874
CLC 009	Service-Disabled Veteran-Owned Small Business Program	1	696
CLC 010	Proper Use of Non-DoD Contracts	1	569
CLC 011	Contracting for the Rest of Us	2	1581
CLC 012	Contracting Officers Representative (COR) Overview (HCAA)	4	1059
CLC 013	Performance-Based Services Acquisition	6	5875
CLC 014	Acquisition of Services	0	1004
CLC 015	Commercial Acquisition	0	709
CLC 016	Implementing Price-Based Acquisition	0	123
CLC 017	Section 803 Competition Requirements	1	192
CLC 018	Contractual Incentives	3	1309
CLC 019	Leveraging DCMA for Program Success	2	519
CLC 020	Commercial Item Determination	3.5	1131
CLC 022	Profit Policy Revisions	1	100

Current Contracting Continuous Learning Modules

Module	Title	CLPs	Graduates
CLC 024	Basic Math Tutorial	0	760
CLC 026	Performance Based Payments Overview	.5	869
CLC 027	Buy American Act	3	1620
CLC 031	Reverse Auctioning	1	407
CLC 032	Understanding and Utilizing Performance Based Payments ?????	3	906
CLC 034	Provisional Award Fee	1	414
CLC 035	Other Transactions Authority (OTA) for Prototype Projects: Comprehensive Coverage	3	77
CLC 036	Other Transactions Authority for Prototype Projects Overview	.5	414
CLC 037	A-76 Competitive Sourcing Overview	1.5	1075
CLC 040	Predictive Analysis and Scheduling	1	168
CLC 041	Predictive Analysis and Systems Engineering	1	145
CLC 042	Predictive Analysis and Quality Assurance	1	180
CLC 102	Administration of Other Transactions	1.5	297
CLC 103	Facilities Capital Cost of Money	1.5	206
CLC 104	Analyzing Profit or Fee	1	434
CLC 105	DCMA Intern Training	2	287

My Options   Jeffrey Birch   Sign Out

Find Knowledge   Go

You are here: Contracting > Process and Mission Areas

Community Explorer

- Contracting
  - Process and Mission Areas
    - A/E & Construction
    - Award and Incentive Fee Contracts
    - CON Career Management
    - Contract Closeout
    - Government Purchase Ca
    - Insurance and Pension

Subscribe

Process and Mission Areas
Topic

Main View | Knowledge | Discussions | Members | Activity

Process and Mission Areas provide specific topics within or related to the contracting operation. New topics are included to support the acquisition workforce with successfully executing new polices and procedures. We encourage your participation to expand the existing knowledge base. If you are interested in supporting or developing a specific area, please contact us at msc@dau.mil .

A-76, Competitive Sourcing Process
ACE for Services
ADR
A/E & Construction Contracting
Award & Incentive Fee Contracts
CON Career Management
Contingency Contracting
Contract Closeout
Contracting Officers Representative
Contractors Accompanying the Force
Government Property
Government Purchase Card
Hurricane Katrina Resources
Insurance and Pension Costs
Leasing
Market Research
Performance-Based Acquisitions
Pricing & Negotiations
Proper Use of Non-DoD Contracts
Small Business
Source Selection
Standard Procurement System (SPS)

Participate

View my Profile
Contribute...
Modify this Topic
Subscribe to this Topic
Email this Page
Community Administration...
Search...
Sign Out

Pending Approvals

In Development
- *Legal*
- *Strategic Sourcing*
- *Emergency Response and Recovery*

Contracting

COR

Government Property

Contingency Contracting

Contracting Knowledge Sharing Activity

Contracting CoP
- **23 OCT 2001 launch**
- **3958 members**
- **20807 page views (Jan – Jun)**

Contingency Contracting CoP
- **Oct 2005 launch**
- **946 members**
- **12723 page views (Jan – Jun)**

A76, Competitive Sourcing Process
- **FEB 2006 launch**
- **3710 page views (Jan – Jun)**

ACE for Services
- **NOV 2004 launch**
- **28429 page views (Jan – Jun)**

Alternative Disputes Resolution
- **SEP 2004 launch**
- **1759 page views (Jan – Jun)**

Contractors Accompanying the Force
- **FEB 2005 launch**
- **5953 page views (Jan – Jun)**

Contractors Officers Representative
- **OCT 2005 launch**
- **5637 page views (Jan – Jun)**

Government Property
- **MAR 2005 launch**
- **2535 page views (Jan – Jun)**

Hurricane Katrina Resources
- **SEP 2005 launch**
- **5253 page views (Jan – Jun)**

Performance-Based Acquisition
- **APR 2005 launch**
- **5636 page views (Jan – Jun)**

Award and Incentive Fees Contracts
- **MAR 2006 launch**
- **3218 page views (Jan –Jun)**

Community of Practice   Special Interest Area   Hot Topic Area

Defense Acquisition University

www.dau.mil

Home

Search

Links

DAU Homepage
Training Courses
Continuous Learning
Knowledge Sharing
Performance Support

FAR

DFARS

Contract Pricing Reference Guides

GAO

ACC Mission Support Contracting

ACC

AKSS

DAU Virtual Campus

Commercial Items PDF

Modified Commercial Items PDF

Non-Commercial Items PDF

Get Adobe Reader

Skip Navigation

–Pricing Support Tool Menu–

Pricing Support Tool Home
Decision Trees

—— Quick Picks ——

Price Competition
Comm Item Exception
Cost Analysis
Cost or Pricing Data
Incentive Calculation
Improvement Curves
Net Present Value
Price Analysis
Simple Regression
Statistical Analysis
FAQ

Pricing Support Tool

The objective of the Pricing Support Tool is to provide technical assistance, policy guidance and refresher information primarily focused on assisting the contracting community in conducting cost or price analysis. This tool also describes analytical tools and techniques used in deriving fair and reasonable pricing. The target audience is contracting professionals who have completed DAU's basic and intermediate pricing courses.

The Pricing Support Tool includes decision tree technology for three types of pricing:

- Commercial
- Modified Commercial
- Non-Commercial

The Pricing Support Tool also includes descriptive text and special considerations about the Commercial Pricing model, the Modified Commercial Pricing model, and the Non-Commercial Pricing model.

The Pricing Support Tool is not intended as a standalone distance learning course, but as a readily accessible reference tool used to provide assistance and training for guiding users through the analysis process leading to a determination that a price is fair and reasonable.

Learning Assets for PBA

ACC –

Online collaboration communities tailored to your needs:

- ACE for Services CoP
- PBA CoP
- COR CoP

DAWIA Training Courses –

Acquisition of Services/PBA process is imbedded into CON 120, CON 202, CON 353 and CON 215 (Services Focused-deploying FY07)

Assignment Specific-

ACQ 265 Mission Focused Services Acquisition (deploying FY07)

CL Modules –

- CLC 014 Acq of Services
- CLC 013 PBSA
- CLC 106 COR with a Mission Focus

Targeted Training –

Fee-for-Service PBSA Workshops tailored to the organization's learning needs

DAWIA Certification

Assignment-specific

Executive & Leaders

Training Courses

Knowledge Sharing
- AT&L Knowledge Sharing System
- Acquisition Community Connection
- DAU Virtual Library

Performance Support
- Consulting
- Rapid Deployment Training
- Targeted Training

LEARNING

Continuous Learning
- Continuous Learning Modules
- Conferences and Symposiums

- Hands-on Classroom Instruction -

- <u>Online CLM Pre-work</u>

- <u>Day 1</u>: PB SOW Overview

- <u>Day 2</u>: Quality Assurance Surveillance Program (QASP)

- <u>Day 3</u>: Technical evaluation plus capstone scenario

Performance-Based Contracting (PBC) Workshop

West Region
22 March 2006

Headquarters
NORAD and USNORTHCOM

"I really liked the fact that actual task orders were worked on during the workshop."
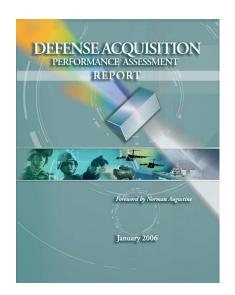
Changes from All Sides
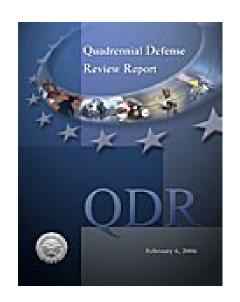
SARA Panel

GAO

DAPA

QDR

How to Deal with the Rate of Change?

- **We have to get ahead and stay ahead of training requirements**

  – **Joint efforts with other organizations**

  – **Policy and training need to be developed in parallel**

- **Flexibility of learning assets must be used to the maximum**

- **Working with the Contracting FIPT to prioritize requirements**

Collaboration is Key !

Contingency Contracting

Interactive Video CLM

Level III AT/FP Virtual Experience
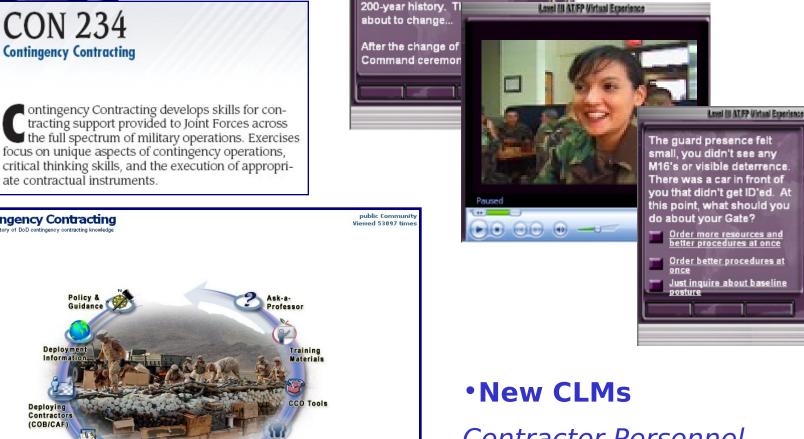
Earlier in the program, you were selected to command Camp Puller, a CONUS Marine Corps installation. Camp Puller has never been attacked by anyone in its 200-year history. Th about to change...

After the change of Command ceremon

Paused

CON 234
Contingency Contracting

Contingency Contracting develops skills for contracting support provided to Joint Forces across the full spectrum of military operations. Exercises focus on unique aspects of contingency operations, critical thinking skills, and the execution of appropriate contractual instruments.

The guard presence felt small, you didn't see any M16's or visible deterrence. There was a car in front of you that didn't get ID'ed. At this point, what should you do about your Gate?

Order more resources and better procedures at once

Order better procedures at once

Just inquire about baseline posture

Contingency Contracting
Central repository of DoD contingency contracting knowledge
ID: 15643

public Community
Viewed 53097 times

Policy & Guidance

Ask-a-Professor

Deployment Information

Training Materials

Deploying Contractors (COB/CAF)

CCO Tools

Contract Administration

Community Connection

AAR & Lessons Learned

News Sources & Links

- **New CLMs**

Contractor Personnel Authorized to Accompany US Forces
COB for Contingency

Joint Contracting Command - Iraq/Afghanistan

Learning Asset Maps to Support:

- Contingency Contracting
- Services Contracts
- Source Selection
- Construction Contracting
- Contract Administration

Contingency Contracting Learning Assets
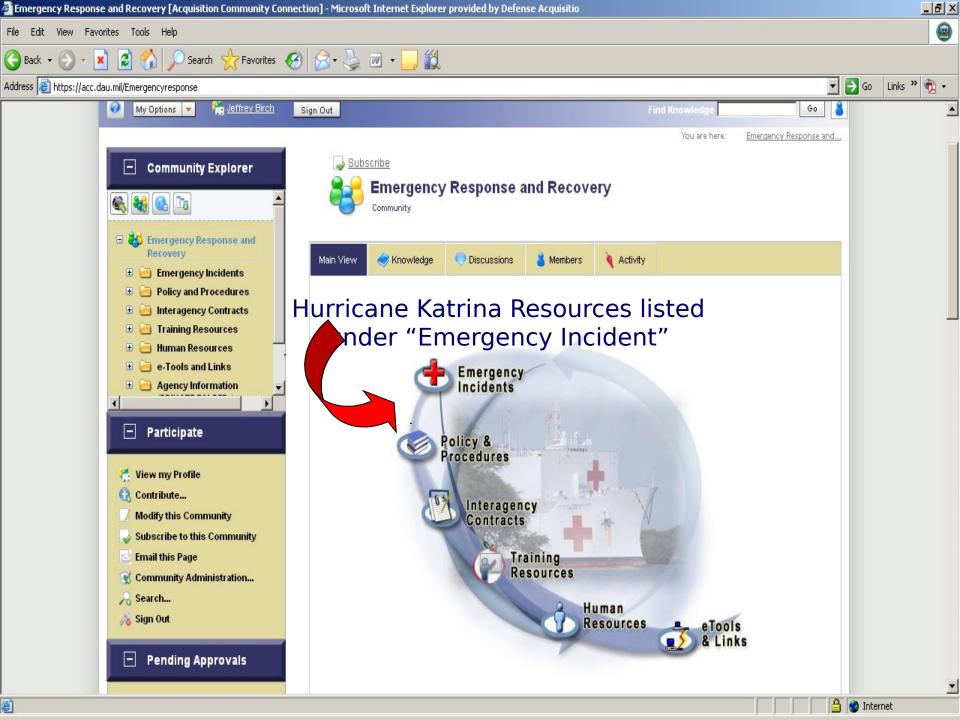
Continuous Learning Modules – http://clc.dau.mil		
Course No.	Title	CLP
CLC ###	*Contingency Contracting Refresher Course (Est. Development Date – August 2006)*	**2**
CLC ###	*Contractors Accompanying the Force (Est. Development Date – August 2006)*	**1**
Acquisition Community Connection (ACC) – https://acc.dau.mil		
Community of Practice/Special Interest Area	URL	
Contingency Contracting Community of Practice	**https://acc.dau.mil/contingency**	
Contractors Accompanying the Force	**https://acc.dau.mil/caf**	
Hurricane Katrina	**https://acc.dau.mil/Katrina**	
Course Materials and References		
Course Materials / References	URL	
CON 234 – Contingency Contracting	**https://acc.dau.mil/simplify/ev.php?ID=87766_201&ID2=DO_TOPIC**	
USMC Contingency Contracting	**https://acc.dau.mil/simplify/ev.php?ID=87861_201&ID2=DO_TOPIC**	
After Action Reports (registration/approval required)	**https://acc.dau.mil/simplify/ev.php?ID=85269_201&ID2=DO_TOPIC**	
Targeted Links		
Source	URL	
U.S Army Contracting Agency Contingency Contracting	**http://aca.saalt.army.mil/CAProgramS/community/contingencycontract.htm**	

Sample format

** Available in the Contingency Contracting Community of P
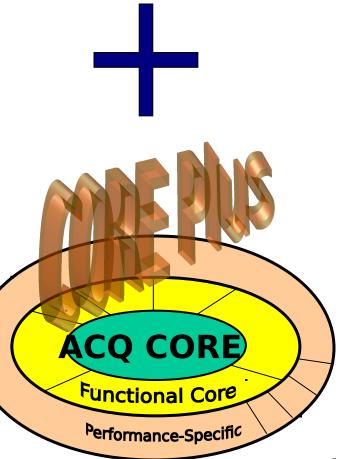
"Regulations Now"

- **News program to inform AT&L Workforce of FAR and DFARS/PGI Changes**

- **<u>Monthly</u> webcast to consolidate updates and prevent over-saturation**

  - **16 Federal Acquisition Circulars (FACs) issued since January 2005**

  - **19 Defense Federal Acquisition Circulars (DFACs) issued since January 2005**

- **Work with DAR Council and DAU Video Services to develop capability**

- **First Issue – July 2006**
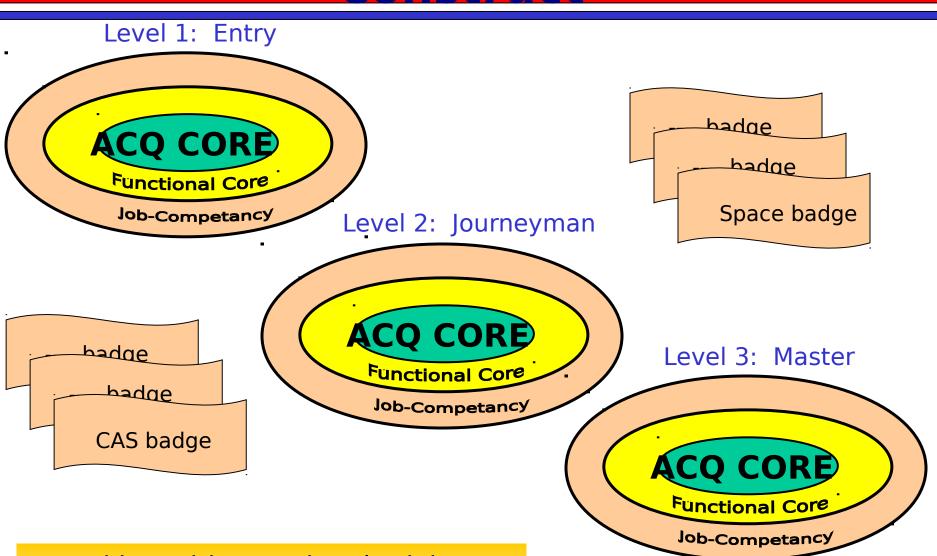
CORE PLUS Concept

Core + Certification Construct

Level 1: Entry

ACQ CORE
Functional Core
Job-Competancy

badge
badge
Space badge

Level 2: Journeyman

ACQ CORE
Functional Core
Job-Competancy

badge
badge
CAS badge

Level 3: Master

ACQ CORE
Functional Core
Job-Competancy

Working with Functional Advisors (SYS, LOG, and International) to design CORE Plus framework

If We Had Not Transformed . . .
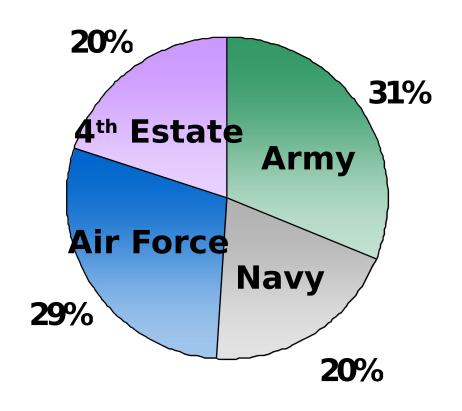
- ✓ 2/3 of our students would not receive training

- ✓ Defense Acquisition Guidebook would not support 450,000 visitors

- ✓ Acquisition Knowledge Sharing System would not be there for 19,700 users a week

- ✓ Expertise on call or on line, such as Ask-a-Professor, would not be available

- ✓ There would not be the Communities of Practice now providing to the workforce 355,654 contact hours, 46,130 knowledge contributions, 377 collaborative workspaces, and 10 million page views in 2005

- ✓ Performance Support and Rapid Deployment training would not be available to the work place to support fast breaking policy changes and real-world training needs (to include the Army's Program Success Metrics)

BACK-UP
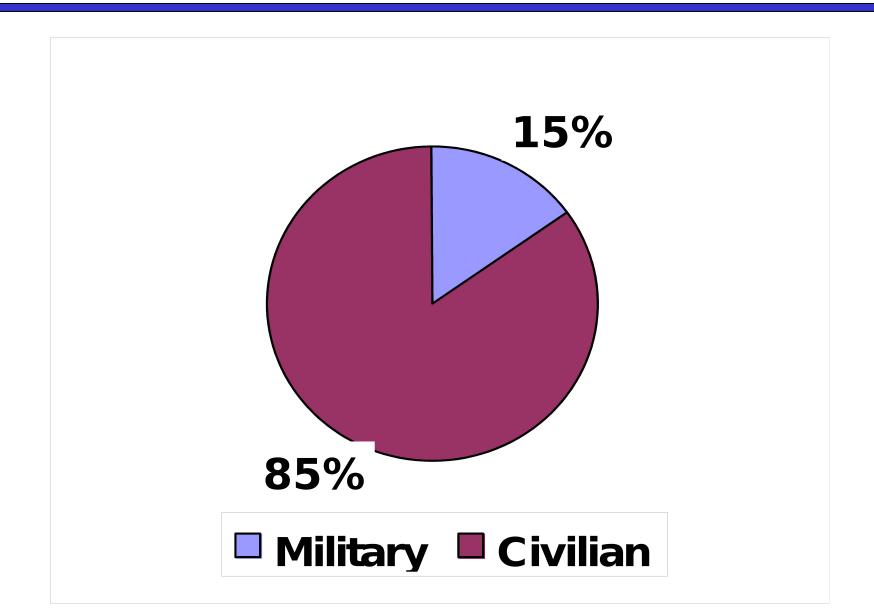
AT&L Civilian Contracting Workforce

AT&L Contracting Workforce
Military / Civilian Composition
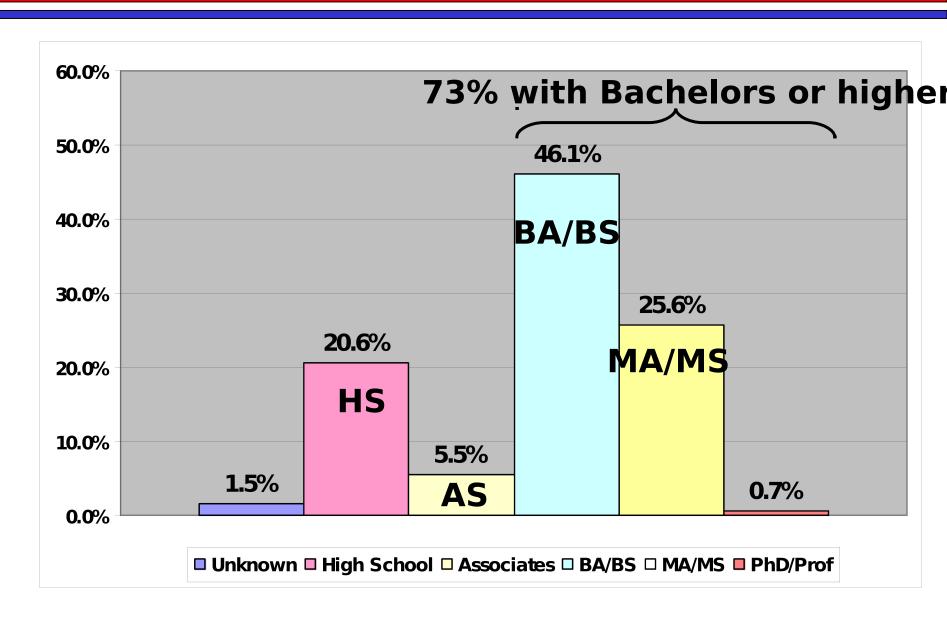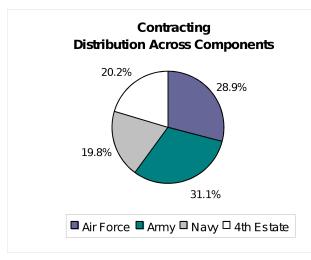
15%

85%

Military   Civilian

AT&L Contracting Workforce
Academic Degree Level Achieved

73% with Bachelors or higher

Chart showing academic degree level achieved:
- Unknown: 1.5%
- High School (HS): 20.6%
- Associates (AS): 5.5%
- BA/BS: 46.1%
- MA/MS: 25.6%
- PhD/Prof: 0.7%

Legend: Unknown | High School | Associates | BA/BS | MA/MS | PhD/Prof
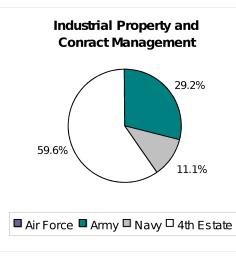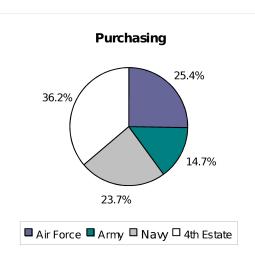
Functional Career Field	Distribution		AT&L Workforce Count				
	Military	Civilian	Air Force	Army	Navy	4th Estate	Total
Auditing	0%	100%	-	-	-	3,367	3,367
BCEFM	4%	96%	1,826	4,386	1,840	155	8,207
Contracting	16%	84%	7,430	8,006	5,080	5,191	25,707
Facilities Engineering	0%	100%	-	4,950	3,506	4	8,460
Industrial Property Contract Management	0%	100%	-	160	61	327	548
Information Technology	12%	88%	1,550	2,950	760	205	5,465
Life Cycle Logistics	9%	91%	2,081	6,115	4,208	85	12,489
Production / Quality Assurance / Manufacturing	7%	93%	407	2,285	2,033	4,207	8,932
Program Management	40%	60%	4,510	4,035	3,552	564	12,661
Purchasing	1%	99%	627	362	586	893	2,468
SPRDE - S/E	6%	94%	6,505	11,243	16,888	413	35,049
Test & Evaluation	21%	79%	2,417	2,494	2,454	83	7,448
Misc. / Unknown	0%	100%	592	1,952	160	539	3,243
			27,945	48,938	41,128	16,032	134,043

Contracting Distribution Across Components
28.9%, 31.1%, 19.8%, 20.2%
Air Force, Army, Navy, 4th Estate

Industrial Property and Conract Management
29.2%, 11.1%, 59.6%
Air Force, Army, Navy, 4th Estate

Purchasing
25.4%, 14.7%, 23.7%, 36.2%
Air Force, Army, Navy, 4th Estate
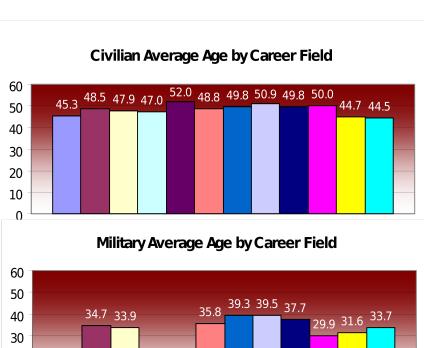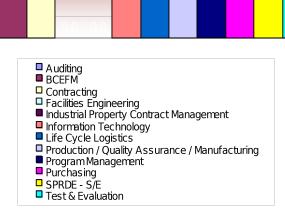
AT&L Workforce Age
Contracting, Purchasing, Property

Average Age						
	Contracting		Industrial Property Contract Management		Purchasing	
Component	Civilian Average Age	Military Average Age	Civilian Average Age	Military Average Age	Civilian Average Age	Military Average Age
Air Force	47.90	32.40			49.20	29.90
Army	48.51	39.40	52.90		49.50	
Navy	46.50	35.50	53.60		49.80	
DCMA	51.34		51.34		51.34	
DLA	45.00		48.80		50.40	
MDA	46.00				43.00	
DeCA	48.00					
DTRA	44.20				54.00	
DISA	46.60				46.00	
DAU	52.00					

AT&L Composite Average Age	Civilian	Military
Contracting	**47.9**	**33.9**
Industrial Property	**52.0**	**n/a**
Purchasing	**50.0**	**29.9**

Civilian Average Age by Career Field

45.3 48.5 47.9 47.0 52.0 48.8 49.8 50.9 49.8 50.0 44.7 44.5

Military Average Age by Career Field

34.7 33.9 35.8 39.3 39.5 37.7 29.9 31.6 33.7

- Auditing
- BCEFM
- Contracting
- Facilities Engineering
- Industrial Property Contract Management
- Information Technology
- Life Cycle Logistics
- Production / Quality Assurance / Manufacturing
- Program Management
- Purchasing
- SPRDE - S/E
- Test & Evaluation

AT&L Workforce Retirement Program

Contracting, Purchasing, Property

Civilian Retirement Program Distribution - Percentage Split FERS vs. CSRS						
	Contracting		Industrial Property Contract Management		Purchasing	
Component	FERS	CSRS	FERS	CSRS	FERS	CSRS
Air Force	66.80	32.20			64.80	35.20
Army	57.10	42.10	53.80	46.30	58.00	40.10
Navy	62.00	38.00	56.00	44.00	71.00	29.00
DCMA	59.00	41.00	59.00	41.00	59.00	41.00
DLA	67.00	33.00	50.00	50.00	60.70	39.30
MDA	71.70	28.30			50.00	50.00
DeCA	54.90	45.10				
DTRA	67.00	33.00			100.00	0.00
DAU	67.10	32.90				
WHS - A&PO	49.00	51.00				

CSRS vs. FERS by Career Field

AT&L Workforce Certification Status
Contracting, Purchasing, Property

AT&L Workforce (Army, Navy, & Air Force) Certification Levels vs. Acheivements										
	Total Requried by Level				Meets/Exceeds			Does Not Meet		
	Level 1	Level 2	Level 3	None/ Unknown	Level 1	Level 2	Level 3	Level 1	Level 2	Level 3
Contracting	9.3%	47.5%	26.0%	17.2%	50.8%	74.8%	73.8%	49.2%	25.2%	26.2%
Purchasing	24.0%	31.1%	16.0%	28.9%	33.3%	38.0%	77.8%	66.7%	62.0%	22.2%
Industrial Property	10.4%	51.6%	10.9%	27.1%	4.3%	41.2%	12.5%	95.7%	58.8%	87.5%
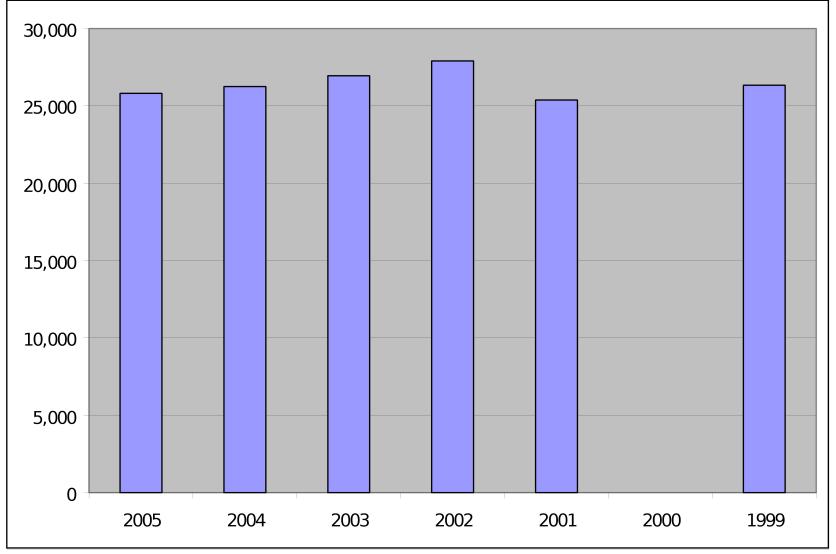
47.5% of AT&L Positions coded "Contracting" require Level 2 Contracting Certification

25.2% of 1102s on Level 2 Positions are not certified or certified at Level 1

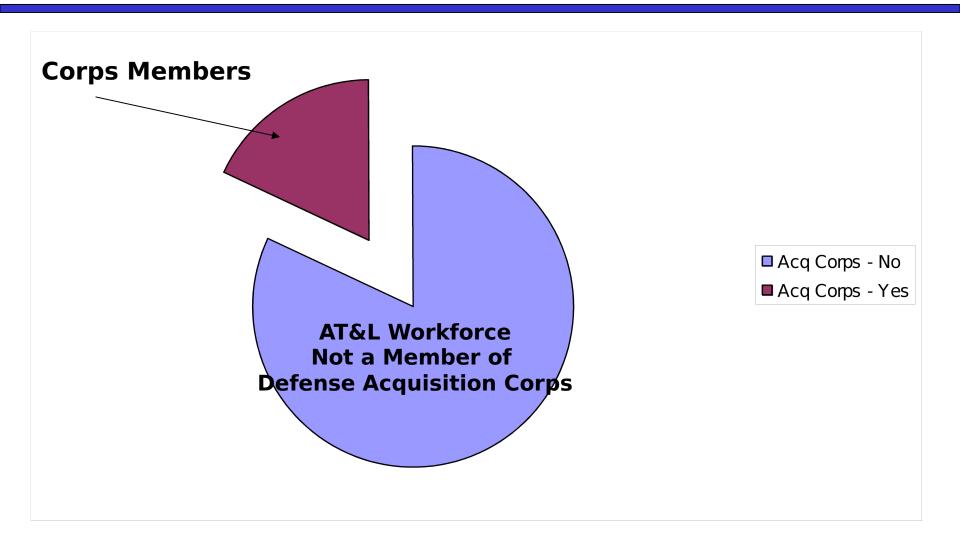**74.8% of 1102s on Level 2 Positions are certified at Level 2 or 3**

DoD AT&L Contracting Workforce
FY99 – FY05
(Workforce members in Contracting Career Field)

Source: FY99 – FY04: DoD Refined Packard Count/Jefferson Solutions Annual Reports (excluding FY00)
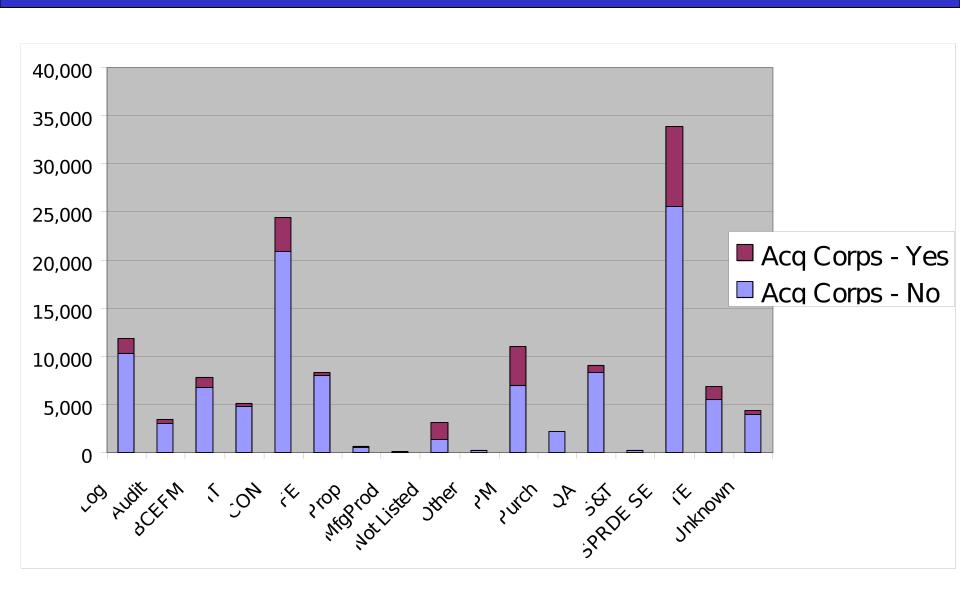FY05: Defense Manpower Data Center & Component Data

DoD AT&L Acquisition Corps
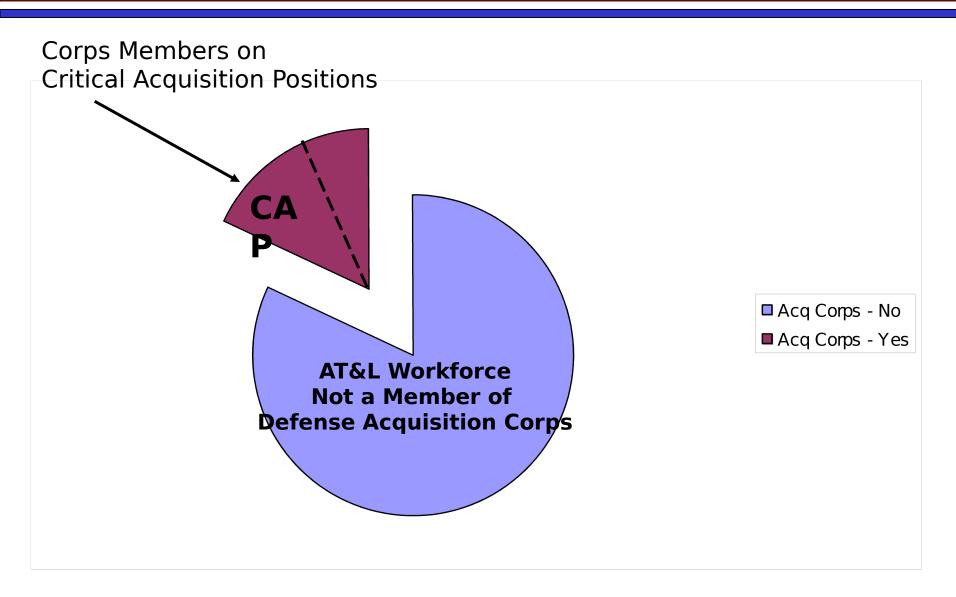# [15% of AT&L Workforce are Members of the Acquisition Corps]

Corps Members

**AT&L Workforce
Not a Member of
Defense Acquisition Corps**

Acq Corps - No
Acq Corps - Yes

DoD AT&L Acquisition Corps
by Career Field
[15% of AT&L Workforce are Members of the Acquisition Corps]

Legend:
- ■ Acq Corps - Yes
- ■ Acq Corps - No

Y-axis: 0 to 40,000 (in 5,000 increments)

X-axis categories: Log, Audit, BCEFM, IT, CON, FE, Prop, MfgProd, Not Listed, Other, PM, Purch, QA, S&T, SPRDE SE, FE, Unknown

Corps Members on
Critical Acquisition Positions

CA P

**AT&L Workforce
Not a Member of
Defense Acquisition Corps**

Acq Corps - No
Acq Corps - Yes

DoD AT&L Acquisition Corps
by Career Field
[65% of the Acquisition Corps are on Critical Acquisition Positions]